

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CB-158229	8-18-2015

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Police & Fire Professionals of America (SPFPA)		b. Union Representative to contact Tony Seefeld, Director	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Roseville, MI 48066		d. Tel. No. 989-873-0804	e. Cell No.
		f. Fax No. 989-301-0244	g. e-Mail tseefeld@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since (b) (6), (b) (7)(C) 2015, the Union has failed to fairly represent me regarding my discharge, for reasons that arbitrary, discriminatory and in bad faith.			
3. Name of Employer G4S Secure Solutions		4a. Tel. No. 586-274-5990	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 3811 Van Dyke, Sterling Heights, MI 48312		6. Employer representative to contact Sharon Vitale, Human Resources	
7. Type of establishment (factory, mine, wholesaler, etc.) Security	8. Identify principal product or service Security	9. Number of workers employed Approx. 70	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. same
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		DECLARATION	
(b) (6), (b) (7)(C)		Statements therein are true to the best of my knowledge and belief.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C), an Individual	
(b) (6), (b) (7)(C)		g charge) (Print/type name and title or office, if any)	
Address (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. same	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)		(date) 8/18/15	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313) 226-3200
Fax: (313) 226-2090

October 26, 2015

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(G4S Secure Solutions)
Case 07-CB-158229

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **November 9, 2015**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **November 8, 2015**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the

October 26, 2015

appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 9, 2015**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **November 9, 2015, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ *Terry Morgan*

Terry Morgan
Regional Director

MBF/las

Enclosure

cc: Tony Seefeld, Director
International Union, Security, Police and
Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066-4994

Fred Seleman, Vice President
G4S Secure Solutions (USA)
1395 University Boulevard
Jupiter, FL 33458-5289

Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Sharon Vitale, Human Resources
G4S Secure Solutions
3811 Van Dyke
Sterling Heights, MI 48312

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

November 30, 2015

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(G4S Secure Solutions)
Case 07-CB-158229

Dear (b) (6), (b) (7)(C)

This office has carefully considered the appeal from the Regional Director's refusal to issue complaint. We agree with the Regional Director's decision and deny the appeal.

You have alleged that the Union violated the National Labor Relations Act when it refused to process your discharge grievance further and return you to your position. However, the issue in this case is not whether your grievance had merit, but rather whether the Union violated its duty of fair representation. Our review did not disclose that the Union violated the Act. In this regard, unions are afforded wide discretion under the Act in the processing of grievances. No complaint may be issued against a union's determination not to process a grievance further or a union's failure to succeed with a grievance unless its actions were based on arbitrary or discriminatory considerations. Further, a grievant does not have the absolute right to have (b) (6), (b) (7)(C) grievance processed to arbitration.

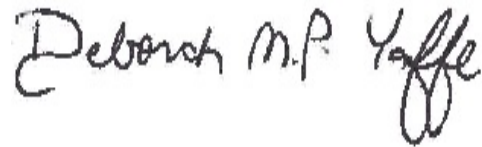
In this case, the evidence disclosed that the Union filed a grievance on your behalf. The Union investigated the events leading to your discharge, kept you advised of the status, and requested the Employer to reinstate you. The Employer refused to change its decision. The Union then determined not to process your grievance further based on its good faith belief that the grievance did not have sufficient merit. Our review did not disclose that the Union's determination was based on unlawful considerations or hostility toward you.

You have alleged on appeal that your apparent success before the Michigan Administrative Appeal Board demonstrates that the Union's representation was violative of the Act. However, unemployment decisions are not controlling in determining whether an unfair labor practice has been committed. See, for example, Justak Brothers and Company, Inc., 253 NLRB 1054, n.1 (1981), enf'd. 664 F.2d 1074 (7th Cir. 1981); Firestone Tire Co. v. NLRB, 591 F.2d 566, 570 (10th Cir. 1979). Since the evidence did not disclose that the Union relied on

unlawful considerations when it made its decisions about the grievance, we cannot issue a complaint in this matter.

Sincerely,

Richard F. Griffin, Jr.
General Counsel



By:

Deborah M.P. Yaffe, Director
Office of Appeals

cc: TERRY MORGAN
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
PATRICK V. MCNAMARA
FEDERAL BUILDING
477 MICHIGAN AVE RM 300
DETROIT, MI 4822

MICHAEL J. AKINS, ESQ.
GREGORY, MOORE, JEAKLE
& BROOKS, P.C.
65 CADILLAC SQ STE 3727
DETROIT, MI 48226

TONY SEEFELD, DIRECTOR
INTERNATIONAL UNION,
SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA
(SPFPA)
25510 KELLY RD
ROSEVILLE, MI 48066-4994

SHARON VITALE
HUMAN RESOURCES
G4S SECURE SOLUTIONS
3811 VAN DYKE
STERLING HEIGHTS, MI 48312

FRED SELEMAN, VICE PRESIDENT
G4S SECURE SOLUTIONS (USA)
1395 UNIVERSITY BLVD
JUPITER, FL 33458-5289

cl

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 07-CB-161601	Date Filed 10-8-2015

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to contact Mark Crawford, VP	
c. Address (Street, city, state, and ZIP code) 2510 Kelly Rd. Roseville, MI 48066		d. Tel. No. 586-260-8281	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since (b) (6), (b) (7)(C) , 2015, the Union has refused to file grievances over the Employer's violation of the contract regarding the posting of schedules and the posting of an equalization chart, in retaliation for the affected employees resignation from the Union.			
3. Name of Employer G4S Security Solutions USA		4a. Tel. No. 248-477-9714	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 22670 Haggerty Rd., Suite 101 Farmington Hills, MI 48335		6. Employer representative to contact Juanita Resar, HR	
7. Type of establishment (factory, mine, wholesaler, etc.) Guards	8. Identify principal product or service Security	9. Number of workers employed Approx. 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) ing charge) (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) (date) 10/8/15		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313)226-3200
Fax: (313)226-2090

January 14, 2016

Michael J. Akins, Esq.
Gregory, Moore, Jeakle, & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA)
(G4S Security Solutions USA)
Case 07-CB-161601

Dear Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

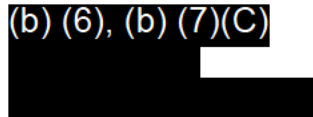
Very truly yours,

A handwritten signature in cursive script, appearing to read "Terry Morgan".

Terry Morgan
Regional Director

RB/hrk

cc: (b) (6), (b) (7)(C)



Mark Crawford, VP
International Union, Security, Police and
Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066-4932

Fred Seleman
Vice President, Labor Relations
G4S Secure Solutions (USA), Inc.
1395 University Boulevard
Jupiter, FL 33458-5289

Juanita Resar, Human Resources
G4S Secure Solutions (USA) Inc.
22670 Haggerty Road
Farmington Hills, MI 48335

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CB-161605	10-7-2015

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Police and Fire Professionals of America		b. Union Representative to contact Dwayne Phillips, director	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd., Roseville, MI 48066		d. Tel. No. 586-772-7250	e. Cell No.
		f. Fax No. 586-772-9644	g. e-Mail dwayne@spfp.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On about October 5, 2015, the above named Union threatened to have me arrested and removed from Greektown Casino's property if I did not leave the facility and stop talking to their members.			
3. Name of Employer Greektown Casino		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 555 E. Lafayette, Detroit, MI 48226		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) casino	8. Identify principal product or service gaming	9. Number of workers employed 500+	
10. Full name of party filing charge Law Enforcement Officers Security Union (LEOSU)		11a. Tel. No. (800)516-0094	b. Cell No. 516-499-2681
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) 220 Old Country Road, No. 2 Mineola, New York 11501 attn: Greg Lally-Lally and Misir, LLP		leosunions@gmail.com	
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By <u>Steve Maritas</u> organizing director (signature of representative or person making charge) (Print/type name and title or office, if any) 220 Old Country Road, No. 2 Address Mineola, New York 11501 (date) 10-7-15		Tel. No. Cell No. 516-499-2681 Fax No. e-Mail leosunions@gmail.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlr.gov
Telephone: (313)226-3200
Fax: (313)226-2090

January 13, 2016

Gordon A. Gregory, General Counsel
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Sq., Ste. 3727
Detroit, MI 48226-2893

Re: International Union, Security Police and
Fire Professionals of America (SPFPA)
(Greektown Casino)
Case 07-CB-161605

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in black ink, reading "Terry Morgan", is positioned above the typed name.

Terry Morgan
Regional Director

CV/hrk

cc: Steve Maritas, Organizing Director
Law Enforcement Officers Security Union
(LEOSU)
220 Old Country Road, No. 2
Mineola, NY 11501

Dwayne Phillips, Director
International Union, Security, Police and
Fire Professionals of America, (SPFPA)
25510 Kelly Road
Roseville, MI 48066-4932

Greektown Casino LLC
555 E. Lafayette
Detroit, MI 48226

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 07-CB-167599	Date Filed 1-13-2016

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Local 149, International Union, Security, Police and Fire Professionals of America (SPFPA)	b. Union Representative to contact Mark Crawford Vice President
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville, MI 48066	d. Tel. No. (586) 772-7250 e. Cell No. f. Fax No. (586) 772-9644 g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2015, and continuing to the present, the above-named labor organization has acted in bad faith by failing and refusing to comply with the request of (b) (6), (b) (7)(C) for a copy of (b) (6), (b) (7)(C) grievance filed about (b) (6), (b) (7)(C) 2015, as well as grievance-related documents.

3. Name of Employer GYS Secure Solutions USA	4a. Tel. No. (586) 986-2222 c. Fax No.	b. Cell No. d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) GM Warren Technical Center 6250 Chicago Road, Warren, MI 48092	6. Employer representative to contact Landon Pickens Captain	
7. Type of establishment (factory, mine, wholesaler, etc.) Technical Center	8. Identify principal product or service Security for development of future products	9. Number of workers employed Over 100 (at facility)
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. c. Fax No.	b. Cell No. (b) (6), (b) (7)(C) d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		Tel. No.
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an (Sign (b) (6), (b) (7)(C) representative or person making charge) (b) (6), (b) (7)(C) name and title or office, if any)	Cell No. (b) (6), (b) (7)(C)	Fax No.
Address (b) (6), (b) (7)(C)		e-Mail
(date) 1-13-12		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313) 226-3200
Fax: (313) 226-2090

April 27, 2016

(b) (6), (b) (7)(C)

Re: Local 149, International Union, Security,
Police and Fire Professionals of America
(SPFPA) (G4s Secure Solutions USA)
Case 07-CB-167599

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that Local 149, International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

You allege that the Union violated Section 8(b)(1)(A) of the Act failing to provide you with a copy of your (b) (6), (b) (7)(C) 2015, grievance and grievance-related documents.

The investigation disclosed that you started working for the Employer in (b) (6), (b) (7) as a security officer. On about (b) (6), (b) (7)(C) 2015, you arrived to work and were told your hours were given to a less senior officer. You had not been notified ahead of time as contractually required, and on (b) (6), (b) (7)(C) filed a grievance wherein you sought four hours pay for showing up. You assert that on two occasions, you asked your steward for a copy of your grievance and related documents, and in each instance, (b) (6), (b) (7) refused to provide them. You then sent a letter to the International Union requesting a copy of the grievance and grievance file. The International Union thereafter referred you to the Local Union, which it asserted maintained the documents you requested.

The Union contends the steward gave you a copy of the grievance and grievance file on about December 21. The evidence shows that the Union recently sent you another copy of the grievance and grievance file in response to your assertions that you did not receive the copy it asserts it provided on about December 21. Although the Region does not condone the untimely provision of requested grievances and grievance files, because the Union has apparently provided you with a copy of your grievance and grievance file, it does not effectuate the purposes of the Act to issue complaint on this charge. Therefore, further proceedings are unwarranted.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **May 11, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **May 10, 2016**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 11, 2016**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **May 11, 2016, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required

April 27, 2016

by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan
Regional Director

RMB/mlmi

cc: Mark Crawford, Vice President
Local 155, International Union,
Security, Police and Fire Professionals
of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066-7250

Gordon A. Gregory, General Counsel
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Sq., Ste. 3727
Detroit, MI 48226-2893

Landon Pickens, Captain
G4S Secure Solutions USA
GM Warren Technical Center
6250 Chicago Road
Warren, MI 48092

Fred Seleman
Vice President, Labor Relations
G4S North America Region
1395 University Blvd.
Jupiter, FL 33458-5289

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

July 7, 2016

(b) (6), (b) (7)(C)

Re: Local 149, International Union, Security,
Police and Fire Professionals of America
(SPFPA) (G4s Secure Solutions USA)
Case 07-CB-167599

Dear (b) (6), (b) (7)(C)

This office has carefully considered the appeal from the Regional Director's refusal to issue complaint. We agree with the Regional Director's decision and deny the appeal substantially for the reasons in the Regional Director's letter of April 27, 2016.

You alleged that the Union violated the National Labor Relations Act by refusing to provide you with copies of a grievance and related grievance documents. Our review disclosed that the Union contended that it had provided you with the documents in December 2015. Although you disagree with the Union's contention, the investigation disclosed that the Union forwarded another copy of the documents to you after the charge was filed. In these circumstances, we agree with the Regional Director that issuance of complaint would not effectuate the purposes and policies of the Act.

Sincerely,

Richard F. Griffin, Jr.
General Counsel

A handwritten signature in dark ink, reading "Deborah M.P. Yaffe". The signature is written in a cursive, flowing style.

By:

Deborah M.P. Yaffe, Director
Office of Appeals

Local 149, International Union, Security,
Police and Fire Professionals of America
(SPFPA) (G4s Secure Solutions USA)
Case 07-CB-167599

-2

cc: TERRY MORGAN
 REGIONAL DIRECTOR
 NATIONAL LABOR RELATIONS
 BOARD
 PATRICK V. MCNAMARA FEDERAL
 BUILDING
 477 MICHIGAN AVE RM 300
 DETROIT, MI 48226

 MARK CRAWFORD, VICE PRESIDENT
 LOCAL 119, SECURITY POLICE AND
 FIRE PROFESSIONALS OF AMERICA
 25510 KELLY ROAD
 ROSEVILLE, MI 48066-7250

 FRED SELEMAN, VICE PRESIDENT
 LABOR RELATIONS
 G4S NORTH AMERICA REGION
 1395 UNIVERSITY BLVD
 JUPITER, FL 33458-5289

LANDON PICKENS, CAPTAIN
G4S SECURE SOLUTIONS USA
GM WARREN TECHNICAL CENTER
6250 CHICAGO ROAD
WARREN, MI 48092

GORDON A. GREGORY, ESQ.
GREGORY, MOORE, JEAKLE
& BROOKS, P.C.
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2893

vrn

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 07- CB -171348	Date Filed 3-8-2016

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name <i>Michigan Association of Police</i>		b. Union Representative to contact <i>(b) (6), (b) (7)(C)</i>	
c. Address (Street, city, state, and ZIP code) <i>667 E. Big Beaver Road #169 Troy MI 48083</i>		d. e-Mail <i>N/A</i>	
e. Fax No. <i>N/A</i>		f. e-Mail	
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <i>Breach of Duty of fair representation. By not filing a ULP against Henry Ford Hospital for making unilaterally changed the working conditions without good faith contract bargaining. MAP also agreed with HFH to follow contract.</i>			
3. Name of Employer <i>Henry Ford Hospital</i>		4a. Tel. No. <i>313 876 9712</i>	
5. Location of plant involved (street, city, state and ZIP code) <i>2799 W. Grand Blvd Detroit MI 48202</i>		b. Cell No.	
6. Employer representative to contact		c. Fax No.	
7. Type of establishment (factory, mine, wholesaler, etc.) <i>Hospital</i>		d. e-Mail	
8. Identify principal product or service		9. Number of workers employed	
10. Full name of party filing charge <i>(b) (6), (b) (7)(C)</i>		11a. Tel. No. <i>3</i>	
11. Address of party filing charge (street, city, state and ZIP code.) <i>(b) (6), (b) (7)(C)</i>		b. Cell No. <i>(b) (6), (b) (7)(C)</i>	
c. Fax No.		d. e-Mail	
Identify the individual(s) who are the subject(s) of the charge (Print type name and title or office, if any) <i>(b) (6), (b) (7)(C)</i>		Tel. No.	
e. e-Mail		Cell No.	
Address _____ (date) <i>3/3/2016</i>		Fax No.	
		e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
Amended CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 07-CB-171348	Date filed 6-7-2016
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Michigan Association of Police		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 667 E. Big Beaver Road #109 Troy, MI 48083		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
The Union breached its duty of fair representation by not filing a ULP charge against Henry Ford Hospital for making unilateral changes to the working conditions without good faith contract bargaining. The Union agreed with the Employer to follow the contract.			
The Union failed to provide me with information concerning its representation that I requested around January 2016 and on February 13, 2016.			
3. Name of Employer Henry Ford Hospital		4a. Tel. No. 313-876-8712	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2799 W. Grand Blvd. Detroit, MI 48202		6. Employer representative to contact Rose Nazer	
7. Type of Establishment (factory, mine, wholesaler) hospital	8. Principal product or service Health care		9. Number of Workers employed 70-100
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Individual	Tel No. Same as above
(signature)		Print/type name and title or office, if any	Cell No.
Address: Same as above		Date: X 6-6-16	Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313) 226-3200
Fax: (313) 226-2090

July 13, 2016

(b) (6), (b) (7)(C)

Re: Michigan Association of Police (MAP)
(Henry Ford Hospital)
Case 07-CB-171348

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Michigan Association of Police (MAP) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **July 27, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **July 26, 2016**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an

July 13, 2016

extension of time is **received on or before July 27, 2016**. The request may be filed electronically through the ***E-File Documents*** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **July 27, 2016, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Dennis R. Boren
Acting Regional Director

ILK/mlmi

cc:

(b) (6), (b) (7)(C)

Michigan Association of Police (MAP)
667 East Big Beaver Road, Suite 109
Troy, MI 48083

Catherine Farrell, Esq.
Pierce, Farrell, Tafelski, and Wells
2525 S. Telegraph Rd., Suite 100
Bloomfield Hills, MI 48302-0287

Henry Ford Hospital
2799 West Grand Boulevard
Detroit, MI 48202

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

November 17, 2016

(b) (6), (b) (7)(C)

Re: Michigan Association of Police (MAP)
(Henry Ford Hospital)
Case 07-CB-171348

Dear (b) (6), (b) (7)(C):

Your appeal from the Acting Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied.

Federal law recognizes that a union represents a group of employees who often have many different interests. Because of this, the law allows a union broad judgment. A union does not violate its duty of fair representation toward a bargaining unit member so long as its actions are not arbitrary, discriminatory or in bad faith. See *Vaca v. Sipes*, 386 U.S. 171 (1971). Thus, the Act affords unions a wide range of discretion and reasonableness in the performance of its representation functions.

In your case, the Union exercised its lawful discretion. There is insufficient evidence to establish that the Union's refusal to provide information and file an unfair labor practice charge over the Employer's alleged changes to members' terms and conditions of employment violated the Act. The evidence demonstrates that the Union, as the Section 9(a) bargaining representative bargained on behalf of its membership concerning the effects of the Employer's decision to restructure the department. The Union held information sessions concerning the effects bargaining it held with the Employer. While you disagree with the Union's actions, there is no evidence that the Union breached its statutory duty under the Act. Rather, the Union bargained on behalf of the employees and made decisions for its members that serve a genuine union goal. Accordingly, further proceedings are not warranted.

Sincerely,

Richard F. Griffin, Jr.
General Counsel



By:

Mark E. Arbesfeld, Acting Director
Office of Appeals

cc: TERRY MORGAN
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
PATRICK V. MCNAMARA FEDERAL
BLDG
477 MICHIGAN AVE RM 300
DETROIT, MI 48226

(b) (6), (b) (7)(C)

MICHIGAN ASSOCIATION OF
POLICE (MAP)
667 E BIG BEAVER RD # 109
TROY, MI 48083

CATHERINE FARRELL
PIERCE FARRELL
TAFELSKI AND WELLS
2525 S TELEGRAPH RD STE 100
BLOOMFIELD HILLS, MI 48302-0287

HENRY FORD HOSPITAL
2799 W GRAND BLVD
DETROIT, MI 48202

kh

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case

Date Filed

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name **Local 119, Security Police and Fire Professionals of America**

b. Union Representative to contact
Mark Crawford
Vice President

c. Address (Street, city, state, and ZIP code)
25510 Kelly Road
Roseville, MI 48066

d. Tel. No.

e. Cell No.

f. Fax No.

g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) **(1) (A)** of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about **(b) (6), (b) (7)(C)** 2015, and continuing to the present, the above-named labor organization failed and refused to represent **(b) (6), (b) (7)(C)** in good faith concerning grievances contesting disciplinary actions, including **(b) (6), (b) (7)(C)** discharge on about **(b) (6), (b) (7)(C)** 2016, in violation of the collective bargaining agreement.

3. Name of Employer

GYS Secure Solutions (USA), Inc.

4a. Tel. No.

(248) 477-9714

b. Cell No.

c. Fax No.

d. e-Mail

5. Location of plant involved (street, city, state and ZIP code)

22670 Haggerty Hwy., Suite 101
Farmington Hills, MI 48335

6. Employer representative to contact

Juanita Resar

7. Type of establishment (factory, mine, wholesaler, etc.)

Security Services Contractor

8. Identify principal product or service

Security Services

9. Number of workers employed

800,000 (approx.)

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

b. Cell No.

(248) 785-7564

c. Fax No.

d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C) **(b) (6), (b) (7)(C)**
(b) (6), (b) (7)(C) (print name and title or office, if any)

an Individual

Address

(b) (6), (b) (7)(C)

(date) **5-11-16**

Tel. No.

Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

I.O.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7

Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313)226-3200
Fax: (313)226-2090

August 17, 2016

(b) (6), (b) (7)(C)

Re: Local 119, Security Police and Fire
Professionals of America
(G4S Secure Solutions (USA), Inc.)
Case 07-CB-176017

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Local 119, Security Police and Fire Professionals of America has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

You allege that since about (b) (6), (b) (7)(C) 2015, the Union failed and refused to represent you in good faith regarding the processing of your (b) (6), (b) (7)(C) 2015, pay grievance and (b) (6), (b) (7)(C) 2016, discharge.

The investigation disclosed that on (b) (6), (b) (7)(C) 2015, the Union filed a grievance on your behalf alleging that the Employer failed to pay you for certain hours allegedly denied to you on about (b) (6), (b) (7)(C) 2015. The Union processed, but subsequently withdrew, the grievance after concluding from its investigation that contractually it lacked merit. Although you state that the Union never informed you of that decision, the evidence establishes that the Union provided you with a copy of your grievance file. Even assuming that the Union failed to inform you of its decision not to further pursue your grievance, such conduct, in and of itself, is not violative of the Act.

The investigation further disclosed that on about (b) (6), (b) (7)(C) 2016, at your request, the Union filed a discrimination and harassment grievance on your behalf over a (b) (6), (b) (7)(C) 2016, dispute concerning your job assignment, which dispute resulted in the Employer indefinitely suspending you pending further investigation of the incident. Although the grievance did not specifically protest the indefinite suspension, the Union represents that it attached a copy of your (b) (6), (b) (7)(C) statement of the incident, addressing the matters in dispute, and assertedly had a reasonable belief that the grievance covered your suspension. The investigation revealed that the Union and Employer subsequently attempted to communicate with you to discuss the grievance and the results of the Employer's investigation, but that neither the Union nor Employer were able to contact you. Accordingly, the Employer deemed you to have resigned your employment, and the Union withdrew the (b) (6), (b) (7)(C) grievance. Even if the Union arguably could have more zealously attempted to reach you, the Union's inaction in this regard does not rise to the level of a violation of the Act.

A union has a statutory duty to fairly represent all bargaining unit employees in the processing of grievances. However, unions have a wide range of reasonable discretion regarding grievance processing. A union breaches its statutory duty of fair representation when its conduct toward a member of the collective bargaining unit is arbitrary, discriminatory or in bad faith. In the instant case, there is insufficient evidence the Union breached its duty of fair representation with respect to the processing of your (b) (6), (b) (7)(C) 2015, and (b) (6), (b) (7)(C) 2016, grievances, inasmuch as there is no evidence that the Union based its decisions on arbitrary discriminatory, or otherwise unlawful considerations. Accordingly, further proceedings are unwarranted.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **August 31, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **August 30, 2016**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 31, 2016**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **August 31, 2016, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by

August 17, 2016

the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Terry Morgan
Regional Director

JYB/mlmi

cc: Fred Seleman
Vice President, Labor and Employment Law
G4S North America Region
1395 University Blvd.
Jupiter, Florida 33458

Juanita Resar, Human Resources
G4S Secure Solutions (USA), Inc.
22670 Haggerty Road, Suite 101
Farmington Hills, MI 48335

Mark Crawford, Vice President
Local 119, Security Police and Fire
Professionals of America
25510 Kelly Road
Roseville, MI 48066-7250

Michael J. Akins
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 07-CB-180095	Date Filed 7-13-16

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police & Fire Professionals of America (SPFPA)	b. Union Representative to contact Tony Seefeld National Automotive Director	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road Roseville, MI 48066	d. Tel. No. f. Fax No. (989)391-4491	e. Cell No. (989)873-0804 g. e-Mail tseefeld@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2015 and continuing to the present, the above-named labor organization (the Union) has acted in bad faith by failing and refusing to represent (b) (6), (b) (7)(C) concerning wages, hours, or other terms and conditions of employment. The Union has acted in this manner for reasons which are arbitrary, capricious, and discriminatory.

3. Name of Employer G4S	4a. Tel. No. 1-248-477-9214	b. Cell No.
	c. Fax No. 248-477 9515	d. e-Mail http://local 248.451 detroit
5. Location of plant involved (street, city, state and ZIP code) General Motors 2500 East Grand Blvd Detroit MI 48211	6. Employer representative to contact Scott Saunders Operations Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Factory	8. Identify principal product or service Security for Factory	9. Number of workers employed 25
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		
I dec (b) (6), (b) (7)(C) that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) an Individual on making charge (Print/type name and title or office, if any)	Tel. No. Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C) (date) 7/9/16		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313) 226-3200
Fax: (313) 226-2090

October 3, 2016

(b) (6), (b) (7)(C)

Re: International Union, Security, Police & Fire
Professionals of America (SPFPA) (G4S
Secure Solutions (USA) Inc.)
Case 07-CB-180095

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that the International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

You allege that since about (b) (6), (b) (7)(C) 2015, the Union has acted in bad faith by failing and refusing to represent you concerning wages, hours, or other terms and conditions of employment for arbitrary and discriminatory reasons. Specifically, you assert that the Union failed to represent you with respect to your being assigned work outside of your classification as a security guard, involving accounting, dispatching, and secretarial duties, and operating and testing fire pumps and scraping paint, and not being adequately compensated for performing this work.

However, the investigation disclosed that you did not ask the Union to file a grievance concerning your work assignments or pay, and you indicate that you have been performing some of the work of which you complain, such as answering calls, for years. In addition, evidence was adduced during the investigation that the work of which you complain is largely considered to be work that is appropriately performed by security guards. Finally, as there is insufficient evidence of any arbitrary, discriminatory or bad faith motives by the Union, its conduct with respect to representing you as to the matters about which you complain falls well within the "wide range of reasonableness" accorded to Unions in such matters. *Ford Motor Co. v. Hoffman*, 345 U.S. 330, 337-338 (1953); *Air Line Pilots v. O'Neill*, 499 U.S. 65 (1991). The investigation also revealed that when you did seek the Union's assistance with respect to an (b) (6), (b) (7)(C) 2015 discipline, a grievance was filed on your behalf. The Union ultimately decided not to further pursue the grievance for lawful reasons, and you were admittedly informed of this decision in (b) (6), (b) (7)(C) 2015, outside of the Section 10(b) six-month period for the filing a charge on this allegation. Accordingly, further proceedings on your charge are unwarranted.

October 3, 2016

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **October 17, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **October 16, 2016**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 17, 2016**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **October 17, 2016, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required

October 3, 2016

by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Terry Morgan
Regional Director

ILK/mlmi

cc: Tony Seefeld
National Automotive Director
International Union, Security, Police &
Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066

Matt Clark, Esq.
Gregory Moore Jeakle & Brooks P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Scott Saunders, Operations Manager
G4S Secure Solutions (USA) Inc.
General Motors
2500 East Grand Blvd.
Detroit, MI 48211

Fred Seleman
Vice President Labor Relations
G4S Secure Solutions (USA), Inc.
1395 University Boulevard
Jupiter, FL 33458

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

**CHARGE AGAINST LABOR ORGANIZATION OR
ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 07-CB-197213	Date Filed 4-19-2017

INSTRUCTIONS:

File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT		
a. Name Security, Police and Fire Professionals of America (SPFPA), Local 1111		b. Union Representative to contact (b) (6), (b) (7)(C)
c. Telephone No. 313-963-2570	d. Address (street, city, state and ZIP code) 2741 Trumbull Avenue, Detroit, MI 48216	
e. The above-named organization or its agents has engaged in and is engaging in unfair labor practices within the meaning of section 8 subsection (b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Within the past 6 months, the above-named labor organization breached its duty of fair representation to member (b) (6), (b) (7)(C) by purposefully misinforming (b) (6), (b) (7)(C) and keeping (b) (6), (b) (7)(C) uninformed regarding the status of (b) (6), (b) (7)(C) termination grievance, for arbitrary and capricious reasons.</p>		
3. Name of Employer MGM Grand Detroit, LLC d/b/a MGM Grand Detroit Casino		4. Telephone No. (313)465-1777
5. Location of plant involved (street, city, state and ZIP code) 1777 3rd Ave, Detroit, MI 48226		6. Employer representative to contact Wanda Parker, Business Partner Human Resources
7. Type of establishment (factory, mine, wholesaler, etc.) Casino	8. Identify principal product or service Gambling	9. Number of workers employed Approx. 150
10. Full name of party filing charge (b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		12. Telephone No. (b) (6), (b) (7)(C)
<p>By _____</p> <p>Signature of representative or person making charge Address Same as above</p> <p>6. DECLARATION the statements therein are true to the best of my knowledge and belief.</p> <p>Title An Individual Date 4/19/17</p> <p>Telephone No. Same as above</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT,
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlr.gov
Telephone: (313)226-3200
Fax: (313)226-2090

June 23, 2017

(b) (6), (b) (7)(C)

Re: Local 1111, Security, Police and Fire
Professionals of America (SPFPA)
(MGM Grand Detroit, LLC d/b/a MGM
Grand Detroit Casino)
Case 07-CB-197213

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Local 1111, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **July 7, 2017**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than July 6, 2017. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before July 7, 2017**. The request may be filed electronically through the **E-File Documents** link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after July 7, 2017, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan", with a stylized, cursive script.

Terry Morgan
Regional Director

EK:kar

Enclosure

Local 1111, Security, Police and Fire
Professionals of America (SPFPA)
(MGM Grand Detroit, LLC d/b/a MGM
Grand Detroit Casino)
Case 07-CB-197213

- 3 - June 23, 2017

cc:

(b) (6), (b) (7)(C)

Local 1111, Security, Police and Fire
Professionals of America (SPFPA)
2741 Trumbull Avenue
Detroit, MI 48216

Wanda Parker, Business Partner Human
Resources
MGM Grand Detroit, LLC d/b/a MGM
Grand Detroit Casino
1777 3rd Avenue
Detroit, MI 48226-2498

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

Case

Date Filed

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Local 120, Security, Police and Fire Professionals of America, (SPFPA)	b. Union Representative to contact Mark Crawford
c. Address (Street, city, state, and ZIP code) 25510 Kelly Rd Roseville, MI 48066	d. Tel. No. 586-772-7250 e. Cell No. f. Fax No. g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

For about the past (b) (6), (b) (7)(C), the Union has not processed my discharge grievance for arbitrary and discriminatory reasons.

3. Name of Employer G4S Secure Solutions	4a. Tel. No. (313) 965-8633 c. Fax No.	b. Cell No. d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 22670 Haggerty Rd., Suite 101 Farmington Hills, MI 48335	6. Employer representative to contact Anika Williams, project manager	
7. Type of establishment (factory, mine, wholesaler, etc.) security provider	8. Identify principal product or service security	9. Number of workers employed approx 65

10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) c. Fax No.	b. Cell No. d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

(b) (6), (b) (7)(C) ION
herein are true to the best of my knowledge and belief.
An Individual
(Print/type name and title or office, if any)

Tel. No.
Cell No.
Fax No.
e-Mail

Address (b) (6), (b) (7)(C) (date) 7/12/17

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlr.gov
Telephone: (313)226-3200
Fax: (313)226-2090

October 23, 2017

(b) (6), (b) (7)(C)

Re: Local 120, International Union, Security,
Police and Fire Professionals of America
(SPFPA)
(G4S Secure Solutions)
Case 07-CB-202242

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that Local 120, International Union, Security, Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

You allege that the Union breached its duty of fair representation by not processing your grievance over your termination for arbitrary and capricious reasons, including in retaliation of your status as a nonmember of the Union.

The investigation disclosed that you have been employed by the Employer as an armed security officer since (b) (6), (b) (7)(C) and have worked in that capacity at (b) (6), (b) (7)(C) since (b) (6), (b) (7)(C). You have never been a member of the Union, and opted out in writing to the Union in 2015.

On about (b) (6), (b) (7)(C) 2017, the Employer terminated your employment for asserted misconduct. The Union filed a grievance on your behalf, seeking that you be reinstated and made whole. The grievance was processed through the third step of the parties' contractual grievance procedure, when the Employer again denied it on (b) (6), (b) (7)(C). The Union determined that it could not prevail, and withdrew the grievance, and advised you orally on or about (b) (6), (b) (7)(C).

The investigation failed to establish any evidence of hostility or animus on the Union's part with regard to your non-member status. Similarly, no evidence of arbitrary or capricious motivations in the processing of your grievance was disclosed. A union has broad discretion in determining whether to pursue a grievance, absent evidence of unlawful motivation.

Accordingly, further proceedings are unwarranted.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **November 6, 2017**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 5, 2017. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 6, 2017**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after November 6, 2017, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to

Local 120, International Union, Security,
Police and Fire Professionals of America
(SPFPA)
(G4S Secure Solutions)
Case 07-CB-202242

- 3 - October 23, 2017

keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

A handwritten signature in black ink, appearing to read "Terry Morgan". The signature is fluid and cursive, with the first name "Terry" and last name "Morgan" clearly distinguishable.

Terry Morgan
Regional Director

AS:kar

Enclosure

cc: Anika Williams, Project Manager
G4S Secure Solutions
22670 Haggerty Road
Suite 101
Farmington Hills, MI 48335

Mark Crawford
Local 120, International Union, Security,
Police and Fire Professionals of America
(SPFPA)
25510 Kelly Road
Roseville, MI 48066-4994

Fred Seleman, Esq.
G4S Secure Solutions (USA), Inc.
1395 University Boulevard
Jupiter, FL 33458

Gordon A. Gregory, General Counsel
International Union Security Police and
Fire Professionals of America (SPFPA)
65 Cadillac Square, Suite 3727
Detroit, MI 48226

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Renaissance Police Officers' Association (RPOA)		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) P.O. Box 068 MI Detroit 48243-_____		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Renaissance Center Management Company		4a. Tel. No. (561) 691-6952	b. Cell No. (440) 552-9926
		c. Fax No. (561) 691-6680	d. e-Mail fseleman@usa.g4s.com
5. Location of plant involved (street, city, state and ZIP code) 1395 University Blvd FL Jupiter 33458-5289			6. Employer representative to contact Fred Seleman Title:
7. Type of establishment (factory, mine, wholesaler, etc.) Others	8. Identify principal product or service Mall/Offices	9. Number of workers employed 120	
10. Full name of party filing charge Fred Seleman Renaissance Center Management Company		11a. Tel. No. (561) 691-6582	b. Cell No. (440) 552-9926
		c. Fax No. (561) 691-6680	d. e-Mail fseleman@usa.g4s.com
11. Address of party filing charge (street, city, state and ZIP code.) 1395 University Blvd FL Jupiter 33458-_____			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By Fred Seleman Fred Seleman (signature of representative or person making charge) (Print/type name and title or office, if any) Title: 1395 University Blvd Jupiter FL 33458-_____ Address _____ (date) 01/24/2018 15:51:00		Tel. No. (561) 691-6582 Cell No. (440) 552-9926 Fax No. (561) 691-6680 e-Mail fseleman@usa.g4s.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313)226-3200
Fax: (313)226-2090

September 25, 2018

M. Catherine Farrell, Esq.
Pierce, Farrell, Tafelski & Wells, PLC
2525 South Telegraph Rd., Suite 100
Bloomfield Hills, MI 48302-0287

Re: Renaissance Police Officers' Association (RPOA)
(Renaissance Center Management Company)
Case 07-CB-213657

Dear Ms. Farrell:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Terry Morgan
Regional Director

JC/ld

cc:

(b) (6), (b) (7)(C)

Renaissance Police Officers' Association (RPOA)
P.O. Box 068
Detroit, MI 48243

Fred Seleman, Labor Relations Rep
Renaissance Center Management Company
1395 University Boulevard
Jupiter, FL 33458-5289

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE

Case 07-CB-214081	Date Filed 1-31-2018
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INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Michigan Association of Police	b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C)	d. Tel. No. 800-368-1159	e. Cell No.
	f. Fax No.	g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

My Union has violated its duty of fair representation for arbitrary, capricious, and bad-faith reasons by engaging in the following conduct:

(a). Since about (b) (6), (b) (7)(C) 2017, and continuing to the current date, my Union has failed and refused to file a grievance pertaining to the Employer's failure and refusal to upgrade unarmed security officers, such as myself, to armed security police officers.

(b). Since about October 25, 2017, my Union has failed and refused to provide me with a copy of the class-action grievance and grievance settlement pertaining to the Employer's failure and refusal to upgrade unarmed security officers to armed security police officers.

3. Name of Employer Henry Ford Health System	4a. Tel. No. (313) 916-1292	b. Cell No.
	c. Fax No.	d. e-Mail

5. Location of plant involved (street, city, state and ZIP code) 1 Ford Place Detroit, MI 48202	6. Employer representative to contact Debra Temrowski, HR Mgr.
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7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care	9. Number of workers employed About 160
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10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)	
---	--

I declare that the statements therein are true to the best of my knowledge and belief. I am an individual making charge (Print/type name and title or office, if any) Address Same as above (date) 1-31-18	Tel. No.
	Cell No. Same as above
	Fax No.
	e-Mail Same as above

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlr.gov
Telephone: (313) 226-3200
Fax: (313) 226-2090

May 9, 2018

M. Catherine Farrell, Esq.
Pierce, Farrell, Tafelski & Wells, PLC
2525 S Telegraph Road, Ste. 100
Bloomfield Hills, MI 48302-0287

Re: Michigan Association of Police (MAP)
(Henry Ford Health System)
Case 07-CB-214081

Dear Ms. Farrell:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Terry Morgan
Regional Director

RSR/mlmi

cc: (b) (6), (b) (7)(C)
Michigan Association of Police (MAP)
(b) (6), (b) (7)(C)

Debra Temrowski
Human Resources Manager
Henry Ford Health System
1 Ford Place
Detroit, MI 48202

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CB-215663	2-22-2018

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Fraternal Order Police Labor Council (Michigan Chapter)		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) PO Box 71527 Madison HTS MI 48071-0527		d. Tel. No.	e. Cell No.
		f. Fax No. n/a	g. e-Mail n/a
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) MCL 423.236 MCL 423.210 8(b)(6), (b)(7)(C) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) (b) (6), (b) (7)(C) respectfully submit the following in support of the charges that our collective bargaining unit, FOPLC has violated the aforementioned charges. Since April 2017, our employer, the Detroit Transportation Corporation (DTC), has hired approximately eleven (11) new Transit Officers. Pursuant to a binding agreement between agents of DTC (Human Resource Manager, etc.) and agents of FOPLC, (b) (6), (b) (7)(C) etc), that such newly hired employees were to receive a one-time "lump sum payment of \$825.00" uniform allowance within 30 days of employment. However, such employees did not received such payments, in lieu of "vouchers" for equipment from third party vendors at the direction of DTC, without any documentation of the actual total value of they equipment received. Provisions for such a deviation from the manner in which the officers were to receive the agreed upon uniform allowance were never specified, nor agreed to by any of the parties to the agreement.			
3. Name of Employer Detroit Transit Corporation		4a. Tel. No. 313-224-2160	b. Cell No.
		c. Fax No. n/a	d. e-Mail n/a
5. Location of plant involved (street, city, state and ZIP code) 535 Griswold, Suite 400 Detroit, MI 48226		6. Employer representative to contact Elarbara Hanson	
7. Type of establishment (factory, mine, wholesaler, etc.) Head Quater Office	8. Identify principal product or service Law Enforcement	9. Number of workers employed 46	
10. Full name of party filing charge Detroit Transit Police Officer Association		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		n/a	
I declare (b) (6), (b) (7)(C) and that the statements therein are true to the best of my knowledge and belief.		Date: SAME AS 11D	
By (b) (6), (b) (7)(C)		Cell No.	
(b) (6), (b) (7)(C) (person making charge) (Print name and title or office, if any)		Fax No.	
Address SAME AS 11 (date) 2/22/18		e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313) 226-3200
Fax: (313) 226-2090

March 6, 2018

Detroit Transportation Corporation (DTC)
535 Griswold
Detroit, MI 48226

Fraternal Order Police Labor
Council (Michigan Chapter)
P.O. Box 71527
Madison Heights, MI 48071-0527

Re: Detroit Transportation Corporation (DTC)
Case 07-CA-215635
and
Fraternal Order Police Labor Council
(Michigan Chapter) (Detroit Transit
Corporation (DTC))
Case 07-CB-215663

Dear Sir or Madam:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

Terry Morgan
Regional Director

DN/mlmi

cc: (b) (6), (b) (7)(C)
Detroit Transit Police Officer Association
(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 07-CB-217530	Date Filed 3-29-2018

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Michigan Association of Police		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C)		d. Tel. No. (800) 368-1159	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Henry Ford Health Systems		4a. Tel. No. (313) 916-1292	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 1 Ford Place MI Detroit 48202-4820		6. Employer representative to contact Debra Temrowski Title: Human Resource Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Healthcare	8. Identify principal product or service	9. Number of workers employed 160	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address (date) 03/29/2018 14:21:17		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlr.gov
Telephone: (313) 226-3200
Fax: (313) 226-2090

June 19, 2018

(b) (6), (b) (7)(C)

Re: Michigan Association of Police (MAP)
(Henry Ford Health System)
Case 07-CB-217530

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Michigan Association of Police (MAP) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because of the lack of cooperation by the Charging Party.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **July 3, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **July 2, 2018**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General

June 19, 2018

Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before July 3, 2018**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **July 3, 2018, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Terry Morgan
Regional Director

MCG/mlmi

cc: (b) (6), (b) (7)(C)
Michigan Association of Police (MAP)
(b) (6), (b) (7)(C)

M. Catherine Farrell, Esq.
Pierce, Farrell, Tafelski & Wells, PLC
2525 S Telegraph Road, Ste. 100
Bloomfield Hills, MI 48302-0287

Debra Temrowski
Human Resource Manager
Henry Ford Health Systems
1 Ford Place
Detroit, MI 48202-4820

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Renaissance Police Officers Association		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) P.O. Box 068, Detroit, MI 48243		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
In the last six months, the above Union has failed and refused to represent me and process my discharge grievance for reasons that are arbitrary, discriminatory and in bad faith.			
3. Name of Employer Renaissance Center Management Company		4a. Tel. No. (313)665-6568	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 400 Renaissance Center Suite 2500 Detroit, MI 48243		6. Employer representative to contact Darlene Sisman	
7. Type of establishment (factory, mine, wholesaler, etc.) Security	8. Identify principal product or service Security	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
I declare that the foregoing is true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (Signature of representative of person making charge) (Print/type name and title or office, if any)		Tel. No. Cell No. Fax No. e-Mail	
Address _____ (date) 5/14/2018			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

I.O.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313) 226-3200
Fax: (313) 226-2090

July 30, 2018

Larry Payne, Director
Renaissance Center Management Company
400 Renaissance Center, Suite 2500
Detroit, MI 48243

(b) (6), (b) (7)(C)

Renaissance Police Officers Association (RPOA)
P.O. Box 068
Detroit, MI 48243

Re: Renaissance Center Management Company
and G4S
Case 07-CA-220648
and
Renaissance Police Officers Association
(RPOA)
(Renaissance Center Management
Company and G4S)
Case 07-CB-220244

Dear Mr. Payne and (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charges in the above matters.

Very truly yours,

Terry Morgan
Regional Director

PAF/mlmi

cc: (b) (6), (b) (7)(C)

Fred Seleman, Vice President
Labor & Employment Law
GS4 North America
1395 University Boulevard
Jupiter, FL 33458-5289

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 07-CB-225444	Date Filed 8-10-2018

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Michigan Association of Police		b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C)		d. Tel. No. (800) 368-1159	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Henry Ford Health System		4a. Tel. No. (313) 916-1292	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 1 Ford PI MI Detroit 48202-3067		6. Employer representative to contact Debra Temrowski Title: HR Mgr.	
7. Type of establishment (factory, mine, wholesaler, etc.) Healthcare	8. Identify principal product or service	9. Number of workers employed 160	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) (date) 08/10/2018 16:19:02		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7

Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313)226-3200
Fax: (313)226-2090

September 5, 2018

(b) (6), (b) (7)(C)

Henry Ford Police Officer's Association affiliated
with Michigan Association of Police (MAP)

(b) (6), (b) (7)(C)

Henry Ford Police Officer's Association
c/o Michigan Association of Police
667 E. Big Beaver Road, Suite 109
Troy, MI 48083-1430

Re: Henry Ford Police Officer's Association affiliated
with Michigan Association of Police (MAP)
(Henry Ford Health System)
Case 07-CB-225444

Dear (b) (6), (b) (7)(C)

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Terry Morgan
Regional Director

DMN/jm

cc: (b) (6), (b) (7)(C)

Debra Temrowski, HR Manager
Henry Ford Health System
1 Ford Place
Detroit, MI 48202-3067

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CB-252904	12-4-2019

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Michigan Association of Police		b. Union Representative to contact Jerald James Title:	
c. Address (Street, city, state, and ZIP code) 667 E. Big Beaver Rd. Suite 109 MI Troy 48083-_____		d. Tel. No. (248) 509-7158	e. Cell No. (248) 867-6749
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Henryford health system		4a. Tel. No. (313) 916-1122	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 2799 W. Grand Blvd. MI Detroit 48202-_____		6. Employer representative to contact Title:	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed 150	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) By _____ Anthony Bailey (signature) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address _____ (date) 12/4/2019 15:40:06		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 05-200
Detroit, MI 48226

Agency Website: www.nlr.gov
Telephone: (313)226-3200
Fax: (313)226-2090

December 18, 2019

(b) (6), (b) (7)(C)

Re: Michigan Association of Police (MAP)
(Henry Ford Health System)
Case 07-CB-252904

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that Michigan Association of Police (MAP) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlr.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlr.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **January 2, 2020**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than January 1, 2020. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal

must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before January 2, 2020**. The request may be filed electronically through the ***E-File Documents*** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after January 2, 2020, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Terry Morgan
Regional Director

Enclosure
DM:rma

cc: Jerald James
Michigan Association of Police (MAP)
667 East Big Beaver Road
Suite 109
Troy, MI 48083

Henry Ford Health System
2799 West Grand Boulevard
Detroit, MI 48202

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

FORM NLRB-508
(6-18)

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 07-CB-255884	Date Filed 1-31-2020

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Michigan Association of Police		b. Union Representative to contact Jerald James	
c. Address (Street, city, state, and ZIP code) 667 E. Big Beaver Road, Suite 109, Troy, MI 48063		d. Tel. No. 248 509 7158	e. Cell No.
		f. Fax No.	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (11) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the six months preceding the filing of this charge, the above-named labor organization, by its officers, agents, and representatives, has restrained and coerced employees in the rights guaranteed by Section 7 of the Act by refusing to follow the collective-bargaining agreement including by allowing the Employer to fill positions without posting.			
3. Name of Employer Detroit Medical Center		4a. Tel. No. 313 745 3100	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 4201 St. Antoine, Detroit, MI 48201		6. Employer representative to contact Marvin Rutherford, Director	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital		8. Identify principal product or service Patient care	
		9. Number of workers employed 1000	
(b) (6), (b) (7)(C) party filing charge			
(b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION (b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) are true to my knowledge and belief. (b) (6), (b) (7)(C) an Individual (Signature of representative or person making charge) (Print name and title or office, if any)		Tel. No.	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		Date 1-31-2020 (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

I.O. Charge



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 05-200
Detroit, MI 48226

Agency Website: www.nlrb.gov
Telephone: (313)226-3200
Fax: (313)226-2090

February 12, 2020

Jerald James, Labor Relations Specialist
Michigan Association of Police (MAP)
667 East Big Beaver Road, Suite 109
Troy, MI 48083

Re: Michigan Association of Police (MAP)
(Detroit Medical Center (DMC))
Case 07-CB-255884

Dear Mr. James:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Terry Morgan
Regional Director

DMM/jm

cc: (b) (6), (b) (7)(C)

Marvin Rutherford, Director
Detroit Medical Center
4201 St. Antoine
Detroit, MI 48201

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATIONS
OR ITS AGENTS**

(b) (6), (b) (7)(C)

DO NOT WRITE IN THIS SPACE

Case

(b) (6), (b) (7)(C)

Date Filed

10/3/11

INSTRUCTIONS: File an original with the NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

Security Police and Fire Professionals of America, Local 145

b. Union Representative to contact

(b) (6), (b) (7)(C)

c. Address (street, city, state and ZIP code)

(b) (6), (b) (7)(C)

d. Tel. No.

(b) (6), (b) (7)(C)

e. Cell No.

f. Fax No.

g. e-Mail

h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection (s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act..

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, and continuously thereafter, it, a labor organization, by its officers, agents and representatives, restrained and coerced, and is restraining and coercing (b) (6), (b) (7)(C), an employee of Securitas Security, in the exercise of (b) (6) rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act. Specifically, the Union has failed to fairly process (b) (6), (b) (7)(C), grievance regarding the Employer issuing (b) (6), (b) (7) an (b) (6), (b) (7) 2011 memorandum for alleged failure to perform duties.

3. Name of Employer

Securitas Security

4a. Tel. No.

330-633-0700

b. Cell No.

c. Fax No.

d. e-Mail

5. Location of plant involved (street, city, state, and ZIP code)

1717 Brittain Road, Suite 314, Akron, Ohio 44310

6. Employer representative to contact

Laura Syasta
Human Resources - Rep.

7. Type of establishment (factory, mine, wholesaler, etc.)
Security service

8. Identify principal product or service
security

9. Number of workers employed
Approximately 35

10. Full name of party filing charge

(b) (6), (b) (7)(C)

11a. Tel. No.

(b) (6), (b) (7)(C)

b. Cell No.

c. Fax No.

d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code.)

(b) (6), (b) (7)(C)

Tel No. (b) (6), (b) (7)(C)

Cell No.

Fax No.

e-Mail

12. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature) (Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

(date)

9-30-11

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlr.gov
Telephone: (216)522-3715
Fax: (216)522-2418

November 23, 2011

MICHAEL J. AKINS, ESQ.
Gregory, Moore, Jeakle, Heinen, & Brooks, P.C.
CADILLAC TOWERS
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226-2844

Re: Security Police and Fire Professionals
(Securitas Security)
Case 08-CB-065890

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

FREDERICK J. CALATRELLO
Regional Director

FJC/skb

cc: (b) (6), (b) (7)(C) Local 145
Security, Police, Fire Fighters
Professionals of America, Local 145
(b) (6), (b) (7)(C)

LAURA SVASTA, HR Manager
SECURITAS SECURITY SERVICES U.S.A.
1717 BRITTAIN RD, STE 314
AKRON, OH 44310-1894

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS			
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SECURITY, POLICE, FIRE FIGHTERS PROFESSIONALS OF AMERICA, LOCAL 145		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address (b) (6), (b) (7)(C)		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Union violated its duty of fair representation by failing to enforce the CBA's Health & Welfare Plan and by not providing health care and/or money for individuals to purchase healthcare.			
3. Name of Employer NIGHT PROTECTIVE SERVICES		4a. Tel. No. 216-433-5617	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2100 BROOKPARK RD, CLEVELAND, OH 44134-1525		6. Employer representative to contact COLBURN ROBINSON	
7. Type of Establishment (factory, mine, wholesaler) Private Security at NASA	8. Principal product or service Security	9. Number of Workers employed 33	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Print/type name and title or office, if any) An Individual (b) (6), (b) (7)(C)	Fax No.	
Address: (b) (6), (b) (7)(C)		e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

RECEIVED
NLRB
REGION 8
AUG 13 A 9:29
CLEVELAND, OHIO



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlr.gov
Telephone: (216)522-3715
Fax: (216)522-2418

October 31, 2012

GORDON A. GREGORY, GENERAL COUNSEL
GREGORY, MOORE, JEAKLE & BROOKS, P.C.
65 CADILLAC SQ
STE 3727
DETROIT, MI 48226-2893

Re: Security, Police & Fire Fighters
Professionals of America, Local 154
(Knight Protective Services)
Case 08-CB-087085

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

ALLEN BINSTOCK
Acting Regional Director

AB/skb

cc: (b) (6), (b) (7)(C)
SECURITY, POLICE, FIRE FIGHTERS
PROFESSIONALS OF AMERICA,
LOCAL 145

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

CULBURN ROBINSON
KNIGHT PROTECTIVE SERVICES
2100 BROOKPARK RD
CLEVELAND, OH 44134-1525

Security, Police & Fire Fighters
Professionals of America, Local 154 (Knight
Protective Services)
Case 08-CB-087085

- 2 -

October 31, 2012

MACON SIMS, CEO
KNIGHT PROTECTIVE SERVICES
6411 IVY LN
STE 320
GREENBELT, MD 20770-1405